

Employers report a shortage

When surveyed in 2003, 67 percent of Washington employers who recently attempted to hire workers with postsecondary vocational training reported difficulty finding qualified job applicants. This shortage of vocationally trained workers affected over 17,000 employers—more employers than were affected by shortages of other kinds of workers.

Washington employers are expected to need 28,600 new workers in 2007, and 29,700 new workers in 2010 with more than one year and up to, but less than, four years of postsecondary education or training.

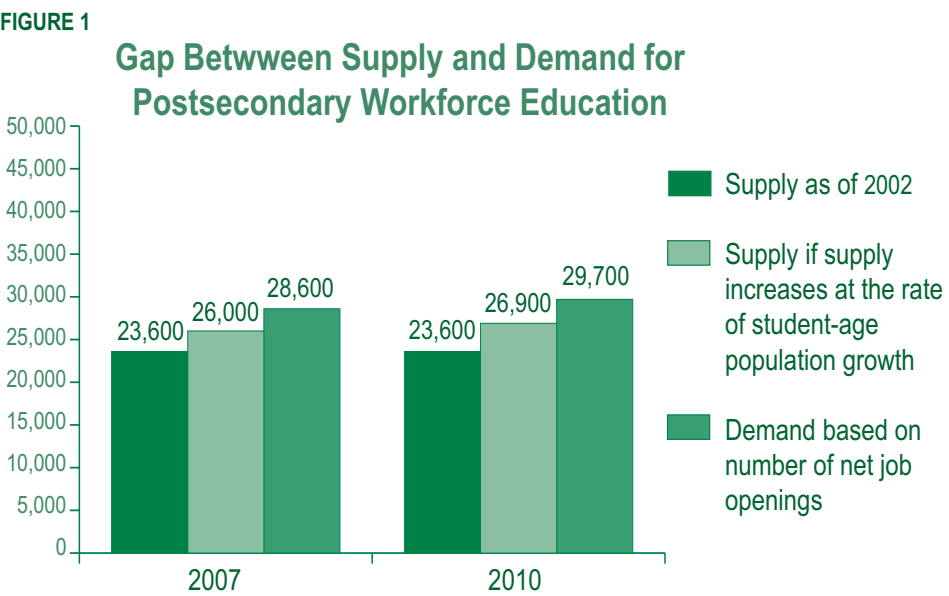
Supply of prepared workers

The supply of postsecondary workforce training that is between one and four years in length consists of community and technical college, private career school, and apprenticeship programs. During the 2001-02 school year, the colleges prepared 17,500 new workers; apprenticeship programs 1,700 workers; and private schools 4,400 workers. This is a total of 23,600 newly prepared workers available to fill job openings requiring more than one, but less than, four years of postsecondary training.

The gap between supply and demand

As shown in Figure 1, if there is no increase in supply from the 2001-02 school year, the supply of newly prepared workers will be 82.5 percent of expected demand in 2007 and 79.5 percent of expected demand in 2010.

If the number of newly prepared workers grows at the same rate as the state’s college-age population, the supply will be larger, but still not large enough to close the gap in meeting employer demand.



What is needed to close the gap?

Given a gap of 6,100 workers between the most recent supply and expected demand in 2010, how many more workforce education students are needed to close the gap? The answer is far more than 6,100 students. Since many students leave school early or attend remedial classes, it takes 3.17 full-time equivalent (FTE) students to produce one newly prepared worker.

Figure 2 shows the number of additional student FTEs that are required each year in workforce education between the 2002 and 2010 under different scenarios.

It should be noted that these are the number of community and technical college workforce education student FTEs that are required. Only about half of student FTEs at the colleges are in workforce education. Budget enhancements for the community and technical colleges, unless earmarked for workforce education, would have to fund about twice as many student FTEs as shown in the figure in order to close the gap.

FIGURE 2
Annual Workforce Student FTE Increases Required Between 2002 and 2010 in Order to Close the Gap Under Different Assumptions

Percent of Gap Closed by 2010	No Efficiency Gain	10 Percent Efficiency Gain
100 percent	2,800 more FTEs	1,900 more FTEs
75 percent	1,700 more FTEs	1,400 more FTEs
50 percent	1,400 more FTEs	900 more FTEs

Postsecondary workforce education

Vision

Washington's Workforce Training and Education Coordinating Board is an active and effective partnership of labor, business, and government leaders guiding the best workforce development system in the world.

Board Members

- David Harrison**
Chair
- Rick Bender**
Representing Labor
- Terry Bergeson**
Washington State Superintendent of Public Instruction
- Don Brunell**
Representing Business
- Earl Hale**
Executive Director, Washington State Board for Community and Technical Colleges
- Julianne Hanner**
Representing Business
- Tony Lee**
Representing Target Populations
- Asbury Lockett**
Representing Business
- John McGinnis**
Representing Labor
- Sylvia Mundy**
Commissioner, Washington State Employment Security Department
- Beth Thew**
Representing Labor
- Participating Officials**
- Dennis Braddock**
Secretary, State Department of Social and Health Services
- Vacant**
Representing Local Elected Officials
- Ellen O'Brien Saunders**
Executive Director

The outcomes of workforce education at the community and technical colleges are quite strong. Program completers earn \$22,281 per year (about \$12.80 per hour) by the third quarter after exit. Ninety-three percent of employers who recently hired a workforce education completer are either very or somewhat satisfied with the overall quality of their work.

Outcomes are better than those for similar individuals who did not participate in any workforce education program. Figure 3 shows net impacts for workforce education students over and above outcomes for comparison groups with similar demographic characteristics, work history, and education. The figure shows the results for two parts of workforce education: Job Preparatory Training and Worker Retraining.

The net increase in student earnings over their working lives will generate tax revenues that far exceed the taxpayer cost of the programs. Figure 4 shows that both the Job Preparatory Program and the Worker Retraining Program will generate tax revenues that are about three-and-a-half times the cost of the program.

FIGURE 3

Net Impacts of Community and Technical College Workforce Education (based on the third year after training)		
	Employment Rate	Annual Earnings
JOB PREPARATORY		
All students	+7 percent	+\$4,700
Program completers	+10 percent	+\$6,100
WORKER RETRAINING		
All students	+6 percent	+\$1,700
Program completers	+11 percent	+\$2,200

FIGURE 4

	Job Preparatory Training Student	Job Preparatory Training Public	Worker Retraining Student	Worker Retraining Public
Earnings	+\$94,888		+\$51,771	
Fringe benefits	+\$19,253		+\$13,354	
Taxes	-\$24,210	+\$24,210	-\$16,666	+\$16,666
Program cost	-\$3,118	-\$6,916	-\$2,133	-\$4,692

postsecondary **CAREER & TECHNICAL EDUCATION** works

- The demand for new workers in Washington with between one and four years of postsecondary education or training is expected to reach 28,600 in 2007 and 29,700 in 2010.
- The current supply coming out of community and technical colleges, private career schools, or apprenticeship programs, however, will only meet 82.5 percent of that demand in 2007 and 79.5 percent in 2010.
- To close the gap completely by 2010, the state will need more than 22,400 additional FTEs.
- Students completing job preparatory training at a community or technical college can expect to earn about \$6,100 more per year than similar individuals who did not receive training.
- Postsecondary workforce education returns solid benefits to employers and students.

Postsecondary CTE Works 2004 Customer Satisfaction Survey

The Workforce Training and Education Coordinating Board is committed to high-quality customer satisfaction and continuous improvement. You can help us meet our commitment by completing this form, detaching it, and mailing it in. Please circle the words that best answer the following questions. In the spaces provided, please elaborate on your response.

1. How useful is this publication?	Not Useful	Somewhat Useful	Very Useful
2. How clear is this publication?	Not Clear	Somewhat Clear	Very Clear
3. How complete is the information?	Not Complete	Somewhat Complete	Very Complete
4. How well is the information presented?	Not Enough Detail	Right Amount Detail	Too Much Detail
5. How about the length of the document?	Too Short	About Right	Too Long
6. Do you want additional copies of this publication? Yes ___ Quantity _____ No ___			
7. How did you expect to use this publication? How have you used this publication?			

8. How can this publication be made more useful in future editions? What additional information would you like to see?

Please Tell Us About Yourself

JOB TITLE	SECTOR Public ___ Private ___ Nonprofit ___	YOUR ZIP CODE
Does your organization provide training or employment services to clients?		Yes ___ No ___
Would you like to be contacted about future WTECB initiatives in this field?		Yes ___ No ___
If we have any questions about what you have written here, may we contact you? (If you answered "yes" to this question or question #6, please fill out the following.)		Yes ___ No ___
NAME	ADDRESS	
TELEPHONE #	FAX#	E-MAIL ADDRESS

FOLD HERE FIRST



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES

BUSINESS REPLY MAIL

FIRST-CLASS MAIL PERMIT NO. 267 OLYMPIA WA

POSTAGE WILL BE PAID BY ADDRESSEE



WORKFORCE TRAINING & EDUCATION
COORDINATING BOARD
PO BOX 43105
OLYMPIA WA 98599-3105



FOLD HERE SECOND